DOCUMENT RESUME

ED 101 182 CE 002 951

TITLE Manpower Research and Development for Counselors. R and D Bibliography No. 1.
INSTITUTION Manpower Administration (DOL), Washington, D.C. Office of Research and Development.
PUB DATE 72
NOTE 13p.

EDRS PRICE MF-$0.76 HC-$1.58 PLUS POSTAGE
DESCRIPTORS *Annotated Bibliographies; Counseling Programs; Employment Opportunities; Employment Programs; Federal Programs; Job Training; Labor Market; Labor Supply; Manpower Development; Program Descriptions; Rehabilitation Programs; *Research Projects; State Programs; Vocational Development
IDENTIFIERS Paraprofessionals

ABSTRACT

The 10-page bibliography is a selective list of reports completed under contracts and grants from the Manpower Administration, Office of Research and Development. The reports are based on comprehensive and innovative research and development projects and are listed under the following headings: (1) Use and training of paraprofessionals; (2) Counseling theory and techniques; (3) Corrections and social rehabilitation; (4) Employability, training and career development; (5) Labor supply and demand; and (6) Miscellaneous publications. The listings are by program title and include a brief description of each project. (Author/BP)

U S DEPARTMENT OF HEALTH
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION
THIS DOCUMENT HAS BEEN REPRO
DUCED EXACTLY AS RECEIVED FROM
THE PERSON OR ORGANIZATION ORIGIN
ATING IT. POINTS OF VIEW OR OPINIONS
STATED DO NOT NECESSARILY REPRE
SENT OFFICIAL NATIONAL INSTITUTE OF
EDUCATION POSITION OR POLICY

ED011102

R & D BIBLIOGRAPHY No. 1

MANPOWER RESEARCH AND DEVELOPMENT FOR COUNSELORS

Reports on Studies of...

- USE AND TRAINING OF PARAPROFESSIONALS
- COUNSELING THEORY AND TECHNIQUES
- CORRECTIONS AND SOCIAL REHABILITATION
- EMPLOYABILITY, TRAINING, AND CAREER DEVELOPMENT
- LABOR SUPPLY AND DEMAND

U.S. DEPARTMENT OF LABOR / Manpower Administration

Following is a selective list of reports completed under contracts and grants from the Office of Research and Development, Manpower Administration, U.S. Department of Labor. These reports are based on comprehensive and innovative research and development projects in the following areas: Use and Training of Paraprofessionals; Counseling Theory and Techniques; Corrections and Rehabilitation; Employability, Training, and Career Development; and Labor Supply and Demand.

Instructions for obtaining the publications are as follows:

NTIS--National Technical Information Service, Operations Division, 5285 Port Royal Road, Springfield, Virginia. 22151. Copies of reports with this designation may be purchased for $3 (paper) or 95 cents (microfiche) each. Send remittance with order directly to the NTIS and specify the accession number (PB plus a 6-digit number) given in the listing.

GPO--Government Printing Office. Send orders directly to Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402, with remittance for specified amount.

Manpower Administration--Single copies free upon request to Division of Research and Development Utilization, Office of Research and Development, Manpower Administration, Room 100, 1111 20th Street, N.W., Washington, D.C. 20210.

Order directly from specified other sources as indicated.

USE AND TRAINING OF PARAPROFESSIONALS

Student Health Opportunities Program, A Summer Youth Employment Program. Hospital Reasearch and Educational Trust of New Jersey (Grant No. 92-32-70-01), NTIS--PB 190 112.

A model summer youth employment program providing disadvantaged high school students with exposure to a variety of hospital-based health careers.

Experimental and Demonstration Findings No. 9, New Careers For the Disadvantaged in Human Service. Howard University, Institute for Youth Studies (Contract No. 82-08-43), NTIS--PB 199127.

Disadvantaged youth and adults were trained and placed in a New Careers Project involving health, education, welfare and recreation professions.

Research and Development Findings No. 11, Establishing A New Career: The Social Health Technician. Mobilization For Youth, Inc. (Contract No. 82-34-69-18), NTIS--PB 199118.

New career opportunities for disadvantaged adults in the health field through working with city hospitals and private medical centers to restructure and improve local health service delivery systems in New York City.

Placement and After: A Manual For Coaches and Other Employment Workers. Program in Manpower Studies, University of Michigan (Contract No. 82-24-69-47), NTIS--PB 203592.

An empirically derived manual of techniques for employment workers based on analysis of coded critical incidents collected from job coaches in Jobs-Now, an experimental and demonstration agency.

Coaching In a Manpower Project. YMCA of Metropolitan Chicago (Contract No. 82-15-68-08), NTIS--PB 204301.

A description of the experiences of Jobs-Now in providing strong personal support to disadvantaged youth during the difficult and impersonal process of job-hunting and work adjustment, through the use of job coaches.

COUNSELING THEORY AND TECHNIQUES

The Boys Residential Youth Center. Boys Residential Youth Center (Contract No. 82-07-66-64), NTIS--PB 199502.

The use of innovative supportive services to change the attitudes and behavior of 16-21 year old male youths.

Role Modeling, Role Playing: A Manual For Vocational Development and Employment Agencies. Manpower Science Services, Inc. (Contract No. 82-24-68-34), NTIS--PB 199840.

A manual for the use of role modeling and role playing techniques--a self-instructional training course for those who work with disadvantaged clients and their employment barriers.

A Study of the Feasibility of Predicting Job Tenure Among Employment Service Applicants Through the Use of Biographical Information. Richardson, Bellows, Henry And Company, Inc. (Contract No. 82-09-69-32), NTIS--PB 202200.

A study demonstrating the utility of biographical information in differentiating between those untrained and uncounseled black disadvantaged employment service applicants who have a high probability of remaining employed and those who do not.

Work Samples: Signposts on the Road to Occupational Choice. Jewish Employment and Vocational Service (Contract No. 82-40-67-40), NTIS--PB 201966.

The administration of work-samples (real job tasks) in a simulated industrial setting to evaluate the potential work performance, learning speed, and other work-related behavior of disadvantaged clients.

The Alpine Project. Jewish Vocational Service (Contract No. 82-15-67-55), NTIS--PB 199178.

A test of the feasiblity of a variety of group counseling and other service techniques to assist chronically unemployed older workers in obtaining employment.

COUNSELING THEORY AND TECHNIQUES (Continued)

The Group Guidance Program: A Job Placement and Group Vocational Guidance Program For High School Youth. Vocational Guidance Service (Contract No. 82-46-68-42), Manpower Administration.

A curriculum and an operations manual for using the group process to expose high school students to job market information and employment-seeking and career planning techniques. How to establish job development and placement activities within the school setting.

Developing Group Counseling Models For the Neighborhood Youth Corps. Arizona State University (Contract No. 41-7-005-3), NTIS--PB 182512.

Behavior modification through counseling in a group setting.

Experimental and Demonstration Findings No. 5. Orientation, Counseling, And Assessment in Manpower Programs. Manpower Administration.

Checklist guide on orientation, counseling and assessment procedures.

CORRECTIONS AND SOCIAL REHABILITATION

Employment Problems of Released Prisoners. George A. Pownall, University of Maryland (Contract No. 81-19-37), NTIS--PB 183543.

Identification of the special problems presented by the released offender, and an examination of the relatiionship between unemployment, poverty, and crime.

Project Crossroads. National Committee for Children And Youth (Contract No. 82-34-68-15), NTIS--PB 199131.

An investigation of the feasibility and effectiveness of offering young first offenders a program of intensive manpower services in the pre-trial period as an alternative to possible subsequent incarceration.

The Manhattan Court Employment Project. Vera Institute of Justice (Contract No. 82-34-68-09), NTIS--PB 199128.

Pre -trial intervention, just after a defendant's arrest, through a program of counseling and job opportunities.

Project Develop. New York State Division of Parole (Contract No. 82-34-66-71), NTIS--PB 199425.

A comprehensive approach to vocational appraisal, motivation, counseling, education, skill training, and job placement of undereducated and undertrained young male parolees.

Experimental and Demonstration Findings No. 6, The Draper Project. Rehabilitation Research Foundation (Contract No. 82-01-67-36), NTIS--PB 199763.

Training in a correctional setting, and upon release, job placement, followup, and involvement of the community in the rehabilitation of the ex-offender.

The Draper Project, Vol. II. Rehabilitation Research Foundation (Contract No. 82-01-67-36), NTIS--PB 201478.

A manual of guidelines for administrators, counselors, instructors, job developers, and placement personnel in prison manpower training programs.

Experimental and Demonstration Findings No. 3, Manpower Development and Training In Correctional Programs. Rehabilitation Research Foundation (Contract No. 82-01-67-36), NTIS--PB 199401.

Proceedings of four conferences held to disseminate the findings and experience of E&D programs for training prison inmates.

Project First Chance. South Carolina Dept. of Corrections (Contract No. 82-43-66-98), NTIS--PB 199443.

Training, job placement, social services, and half-way house facilities for prison inmates.

EMPLOYABILITY, TRAINING, AND CAREER DEVELOPMENT

Recruiting, Placing, and Retaining The Hard-To-Employ. Pennsylvania State University (Contract No. 41-8-004-10), NTIS--PB 204600.

A study of the factors influencing the retention of participants in a Concentrated Employment Program and their subsequent employment.

Experimental and Demonstration Findings No. 4, Job Development For the Hard-To-Employ. Louis A. Ferman, University of Michigan--Wayne State University (Contract No. 82-24-68-20), NTIS--PB 202461.

An analysis of the activities and skills necessary for a job development team, role structure, team makeup and concept.

Demonstration of Manpower Development Centers in North Carolina Communities. North Carolina Manpower Development Corporation (Contract No. 82-35-70-01), NTIS--PB 201161. (Vol. I), and PB 201162 (Vol. II).

A narrative account (Vol. I) and statistical appendix (Vol. II) which serve as a "how to" manual for planning and administering prevocational training for entry-level employment.

Turnover and Training; A Social-Psychological Study of Disadvantaged Workers. University of Michigan (Contract No. 41-8-002-24), NTIS--PB 194775.

An examination of the conditions underlying the problems involved in training and employing the disadvantaged.

The City University of New York College Adapter Program. City University of New York (Contract No. 42-9-007-34), NTIS--PB 199086.

A linkage between a city's manpower development agency and public college system to provide high school dropouts with remedial education, individual tutoring, and personal counseling as a means of qualifying them for college entrance.

Project Gatekeeper: The Reduction of Job Discrimination By The Use of Self-Confrontation and Feedback to the Discriminator. Charles A. Daly, The American University (Grant No. 91-09-66-25), NTIS--PB 177352.

A program for training administrators and personnel interviewers to recognize "career potential", especially among disadvantaged persons.

Employability Team Interaction Analysis: An Exploratory Study. Indiana University (Contract No. 51-18-71-01), Manpower Administration.

An assessment of the interaction characteristics of employability development teams and their effect on the progress of team enrollees.

Technical Training For the Disadvantaged. Oak Ridge Associated Universities (Contract No. 82-45-66-100), NTIS--PB 199769.

Proceedings of a workshop on Training and Technology, a tri-partite link-up of industry, educational establishment and government agencies, that has developed a model program of recruiting, training, and placing the disadvantaged.

Wheels Within Wheels: Transportation Opportunity Program. Transportation Opportunity Program, Inc. (Contract No. 82-05-69-02), NTIS--PB 202934.

A description and assessment of three years' E&D experience of a truck driver and automotive mechanic training program.

NYC Goes To A Community College. Evaluation Technology Corporation (Contract No. 42-9-003-05), NTIS--PB 202932.

Six NYC sponsoring agencies and twelve community colleges combined services and resources to provide NYC enrollees with a ten-week work-for-wages, study-for-credit experience.

The Neighborhood Youth Corps: A Review of Research. Manpower Research Monograph No. 13, GPO ($0.60).

EMPLOYABILITY, TRAINING, AND CAREER DEVELOPMENT (Continued)

A Conference on Manpower Services For the Welfare Poor. Brookings Institution (Contract No. 51-11-72-01), Manpower Administration.

Proceedings of a conference on research findings relevant to policies and program operations in the Work Incentive Program (WIN).

A Study of Negro Male High School Dropouts Who Are Not Reached by Federal Work-Training Programs. Regis H. Walther, George Washington University (Contract No. 41-9-001-09), NTIS--PB 202110.

An examination of the reasons why young Negro men in need of employability assistance do not obtain it.

Fulfilling the Potential of NYC-2. Mobilization For Youth, Inc. (Contract No. 82-34-69-21), NTIS--PB 199437.

Four "how to" monograph guides for designers and operators of NYC-2 programs at the local level.

LABOR SUPPLY AND DEMAND

Career Thresholds: A Longitudinal Study of the Educational and Labor Market Experience of Male Youth, Vols. I, II, III. Ohio State University Research Foundation (Contract No. 81-37-70-18) Manpower Research Monograph No. 16, GPO. Vol. I - $2.00; Vol. II - $1.25; Vol. III - $1.50.

Years For Decision: A Longitudinal Study of the Educational and Labor Market Experience of Young Women, Vol. I. Ohio State University Research Foundation. Manpower Research Monograph No. 24. GPO ($2.00).

Dual Careers: A Longitudinal Study of Labor Market Experience of Women, Vol. I. Ohio State University Research Foundation. Manpower Research Monograph No. 21. GPO ($2.25).

The Pre-Retirement Years: A Longitudinal Study of the Labor Market Experience Of Men, Vols. I, II. Ohio State University Research Foundation. Manpower Research Monograph No. 15. GPO. Vol I - $2.25; Vol. II - $1.25.

LABOR SUPPLY AND DEMAND (Continued)

Occupational Licensing and the Supply of Nonprofessional Manpower. Manpower Research Monograph No. 11. GPO ($0.60).

Based on a pilot study of the impact of licensing practices on the availability and mobility of nonprofessional manpower, conducted by Educational Testing Service (Grant No. 91-32-68-18).

Students and Summer Jobs; Young Workers and Their Earnings. Bureau of Labor Statistics (Contract No. 41-0-001-09). Special Labor Force Reports Nos. 129 and 132. Single copies, free of charge, Bureau of Labor Statistics, Departmen of Labor, Washington, D.C. 20210.

A two-part report on a survey of the 1969 summertime employment of students and of young workers' earnings.

Allied Health Manpower: Trends and Prospects. Harry I. Greenfield, Columbia University (Contract No. 81-34-67-25), Columbia University Press, New York ($8.00).

A comprehensive study of the supply, training, and utilization of 1.7 million health workers who have less than a college education.

MISCELLANEOUS PUBLICATIONS

Breakthrough For Disadvantaged Youth. GPO ($2.00)

A study by eight scholars of 55 E&D youth projects conducted under MDTA during 1963-66.

Sex In The Marketplace: American Women At Work. Policy Studies in Employment and Welfare #11. Juanita Kreps, National Manpower Policy Task Force (Contract No. 81-09-66-31), Johns Hopkins Press, Baltimore, Maryland ($1.95).

A synthesis of the findings of numerous studies of women in the labor force, examining when they work, at what jobs, and under what circumstances.

MISCELLANEOUS PUBLICATIONS (Continued)

1972 Manpower Report of the President and a Report on Manpower Requirements, Resources, Utilization, and Training. GPO ($3.00).

A comprehensive report on manpower problems and programs, issued annually, and chosen as one of the 10 best books on vocational guidance.

Manpower Research and Development Projects. 1971 Edition. **Manpower Administration.**

Annual Report describing research and development projects under contracts and grants with the Manpower Administration.

Placement and Counseling In a Changing Labor Market: Public and Private Employment Agencies and Schools. University of California, Berkeley (Contract No. 81-05-68-43), NTIS--PB 199511.

A study of the relationships between employment agencies and educational institutions, their use of labor market information, and the impact of manpower legislation on their relative roles and effectiveness.

A Study of Successful Persons From Seriously Disadvantaged Backgrounds. Human Interaction Research Institute (Contract No. 82-05-68-03), NTIS PB 199438.

A systematic examination of the characteristics of education, character, family, and other variables in the lives of those who have attained success despite disadvantaged backgrounds.

Research and Demonstration Findings No. 13, A Handbook For Upgrading Low-Skilled Workers. Humanic Designs Corporation (Contract No. 82-34-70-04), NTIS--PB 199129.

A synthesis of experience and findings of more than 4 years of R&D work in upgrading underemployed workers in the plant environment, as well as guidelines and procedures for designing and implementing upgrading programs.

MISCELLANEOUS PUBLICATIONS (Continued)

Experimental and Demonstration Findings No. 7. Inner-City Negro Youth In A Job Training Project. Gerald Gurin, University of Michigan (Contract No. 82-21-14), NTIS--PB 202245.

A study of the characteristics, motivations, and attitudes of inner-city youth who were trainees in an E&D project.

Experimental and Demonstration Findings No. 2. Mental Health and Manpower Employment Adjustment for Psychiatric Patients. Colorado State University (Contract No. 82-06-66-62), Manpower Administration.

A monograph-abstract of work and results of an E&D project at the Fort Logan Mental Health Center, in Colorado.

Experimental and Demonstration Findings No. 10. Summer Youth Employment Guide. St. Louis University (Contract No. 42-9-008-27), Manpower Administration.

A general program guide for operating summer employment programs for youth.

An Outreach Demonstration: A Component of a Manpower Program. Neighborhood Centers Association (Contract No. 82-46-67-14), NTIS--PB 199764.

Results of an outreach approach used in a pilot human resources development program in Houston, Texas.

U.S. DEPARTMENT OF LABOR
Manpower Administration
Office of Research and Development
1972

GPO 922-906